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## CHAIRMAN STOKES MEETING WITH AGENCY MINORITY STUDENT EMPLOYEES

There will be representatives from two minority programs meeting with Mr. Stokes--eight students from the Undergraduate Scholar Program and 12 from the Minority Undergraduate Program. The meeting has been arranged at the behest of the Chairman. A brief description of each of these programs follows.

### Minority Undergraduate Program

This unique program, started in the Directorate of Intelligence in 1984 and expanded to other Directorates, provides paid summer work for promising minority undergraduate students. Students gain a practical summer work experience designed to complement their academic studies through substantive and meaningful assignments in their respective disciplines. Academic disciplines range from the hard sciences to Political Science, Accounting, Procurement and Languages. The students receive competitive incomes and enthusiastically report that they gain valuable insights into the role the Agency plays in supporting U.S. officials in their foreign policy roles. At the same time, the Agency is able to assess the students' potential for future permanent employment. In 1986, six students participated in the summer program. Through a highly aggressive recruiting effort, 45 students will work with the Agency this summer.

### Undergraduate Scholar Program

In response to a Congressional directive contained in the Intelligence Authorization Act of 1987, the Agency and the National Security Agency initiated undergraduate training programs. Our Scholar Program leads to baccalaureate degrees and intelligence careers for qualified and financially needy high school students interested in and capable of developing skills critical to the Agency's mission. Patterned after college ROTC programs, the Scholar Program is designed especially for minorities and provides tuition assistance and CIA summer work experience to selected students. In return, the students agree to a year and a half commitment for every year of Agency sponsorship following graduation. In FY 1987, 11 students were granted scholarships.

Mr. Stokes has taken a keen interest in seeking to improve the Agency's employment of minorities. Indeed, he sponsored the legislation which established the Undergraduate Scholar Program for both the Agency and the National Security Agency. Because of his close association with the CIA program, it has become known within the Agency as the "Stokes Program." You may wish to take the opportunity to:

-- Affirm your sustained commitment to improving the minority representation throughout the Agency, particularly among the professional ranks.

--Indicate your support for both minority programs. We see both programs, but especially the "Stokes Program" as providing highly qualified and competitive minority professionals in critical skill areas, like engineering and the hard sciences, while simultaneously providing financial assistance to those who might otherwise not have an opportunity to attend college.

--Report that this year, in response to Mr. Stokes' request, we have expanded the range of student academic disciplines accepted into the "Stokes Program" beyond the 5 critical skills identified in the 1987 Authorization Act. We now include students who are majoring in some of the hard to find social sciences. Also at Mr. Stokes' request, we have increased our effort to recruit directly from the high schools rather than from the college campus.

--Report that this year we will probably be able to recruit 15 students into the "Stokes Program," four more than last year.

--Indicate that we have studied the Report language accompanying the Committee's FY 1989 Authorization bill requesting the Agency to seek, in conjunction with the National Security Agency, to make dollar allowances paid to students in the respective Agencies' Scholar Programs more consistent with one another. You can report that we have already initiated a study and that we can brief the Chairman and his staff sometime this summer on the findings and recommendations.

--Express your satisfaction with the growth in the number of students who are currently participating in the summer work program--the Minority Undergraduate Program. We believe this program will increasingly become a valuable source of employment for highly qualified entry level minority employees.

--Decline or accept the invitation to attend the 0930 meeting with the minority students.